



G&T Events Ltd

(trading as Future Survival)

Anti Bulling Policy

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written: 2nd June 2025

Date of last update: 2nd June 2025

Date agreed and ratified by: 3rd June 2025, Mr G Broadbent, Director

Date of next full review: 1st June 2026

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.

Statement of Intent

At Future Survival, we are committed to providing a safe, supportive, and inclusive environment for all children, young people, staff, and volunteers. Bullying of any kind, whether by another child, a member of staff, or a visitor, is unacceptable and will not be tolerated.

This policy applies to all activities on our premises, including laser tag, gaming, educational programmes, and off-site events.

What is Bullying?

Bullying is behaviour that:

- Is deliberately hurtful.
- Is repeated over time.
- Involves a real or perceived imbalance of power.

Bullying can take many forms, including:

- Physical: hitting, kicking, pushing.
- Verbal: name-calling, threats, teasing.
- Emotional: exclusion, spreading rumours, intimidation.
- Cyber: harmful messages or images shared online.
- Prejudicial: targeting race, religion, gender, SEND, sexual orientation, or other differences.

Child-on-Child Abuse

We recognise that children can be both the perpetrators and victims of abuse. Child-on-child abuse includes:

- Bullying (including online)
- Physical abuse
- Sexual harassment or violence
- Initiation or hazing-type violence

These are serious safeguarding concerns and will be addressed in line with our Safeguarding and Behaviour Policies.

Bullying by Adults

Any adult, including staff, volunteers, or visitors, who engages in bullying behaviour towards a child or another adult, will be subject to investigation and appropriate disciplinary or safeguarding action.

Prevention Measures

- Staff are trained in identifying and responding to all forms of bullying, including online harm.
- Clear behavioural expectations are shared with all participants at the start of each session or event.
- We foster an inclusive, respectful environment through positive reinforcement and team-building.
- We encourage all participants to speak up if they see or experience bullying.

Reporting and Responding to Bullying

All concerns about bullying, including cyberbullying, are taken seriously and acted upon promptly.

Children and young people can report bullying by:

- Speaking to a member of staff
- Using our feedback forms or safe spaces
- Asking a friend to help them report

Staff responsibilities:

- Listen and record all concerns factually.
- Reassure the victim and take steps to ensure their safety.
- Report concerns to the Designated Safeguarding Lead (DSL).
- Support both the victim and the person who displayed bullying behaviour to understand and change their behaviour.

Working with and Referring to Outside Agencies

Where appropriate, we will work with and refer to external agencies to support both the victim and the person responsible for bullying. This may include:

- The Local Authority Designated Officer (LADO)
 - Children's Social Care
 - Mental health or counselling services
 - Early Help teams
 - The police where there are concerns about criminal behaviour or online harm
- We do this to ensure the best outcomes and safeguarding for all involved.

Intervention and Consequences

Bullying behaviour will be addressed through:

- Restorative conversations
- Parental involvement
- Additional support where needed
- Sanctions where appropriate, including time out from activities or exclusion from the site

In serious cases, the police or external safeguarding agencies may be contacted.

Cyberbullying

We take cyberbullying seriously whether it occurs on-site or off-site. Our staff:

- Monitor the use of technology within the site.
- Educate children on respectful and safe online behaviour.
- Take appropriate action, including deleting harmful content (in line with DfE powers) and involving parents or authorities.

Record Keeping and Monitoring

- All incidents of bullying are logged and monitored to identify patterns and support improvements.
- Policies are reviewed annually or following a serious incident.

Working with Parents and Carers

We aim to keep open communication with parents and carers:

- To inform them when bullying is identified.
- To involve them in solutions.
- To provide support and resources where appropriate.

Support for Victims and Perpetrators

- We provide tailored support for victims of bullying, including emotional reassurance and safety planning.
- We support children who bully to understand the impact of their behaviour and change it.